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ABSTRACT

This special report updates a September, 1988 Bureau of National Affairs (BNA) special report, "82 Key Statistics on Work and Family Issues," by presenting 101 new statistics on work and family concerns. Data concern: (1) child care; (2) parental leave; (3) elder care; (4) flexible work schedules; and (5) miscellaneous issues, such as men and housework, refusal to relocate, and mental stress claims. Annotated citations of BNA's 1988 and 1989 special report series on work and family, numbers 1-20, are provided. (RH)

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Special Report #21 September 1989

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Special Report #21

101 Key Statistics on Work and Family for the 1990s

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INTRODUCTION

Work and family issues are likely to remain high on the nation's labor agenda in the 1990s because increasing numbers of women are entering the labor force, and more men are seeking additional time with their families, according to experts in the field.

Many of these experts base their predictions on numerous statistics involving the changing nature of work and the workforce in the United States—statistics that chronicle everything from child care providers' salaries to elder care costs.

Women will be the major source of new entrants into the labor force by the year 2000, accounting for 63 percent of the net labor force growth, according to a 1988 report by the Women's Bureau at the U.S. Department of Labor.

Many of these women will have children, forcing business and government to adopt polices and legislation that ease the tension between work and family obligations, experts say.

Most surveys find that the majority of today's working parents are unhappy with their efforts to balance work and family concerns and with the lack of help provided by business and government.

For example, 83 percent of working mothers and 72 percent of working fathers are beset by work and family demands, and 48 percent of women say they have sacrificed too much for what they have gained at work, a recent *New York Times* poll found.

Nearly 80 percent of all workers would sacrifice rapid career advancement to spend more time with their families, according to a 1989 survey by Robert Half International. Given a choice of two career paths—one with flexible full-time work hours and more family time, but slower career advancement; the other with inflexible work hours but faster career advancement—78 percent of the men and women surveyed chose the slower, family-oriented track.

The number of workers taking care of older relatives also will grow in the coming decade, statistics indicate. The number of people over age 80 is growing five times faster than the total population and it is expected to double in 20 years, according to *The Work and Family Sourcebook*, by Fairlee Winfield.

Business is starting to address these problems, albeit slowly, according to many studies. For example, about 10 percent of U.S. companies with more than 100 employees provide some type of child care assistance, according to the Conference Board.

This special report updates a September 1988 BNA special report, *82 Key Statistics on Work and Family Issues*, by presenting 101 new statistics on work and family concerns.

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This report contains statistics on child care, parental leave, elder care, and flexible work schedules. In addition, it presents data on related topics such as the percentage of two-wage earner families, and societal views on child care and men's participation in housework. Each statistic is followed by a source line.

This special report is the 21st in a series produced by the BNA Special Projects Unit. Drew Douglas, managing editor, supervised the report. Steven Teske, staff editor, researched and wrote this report. Roger Feinthel served as copy editor, and staff researcher Loretta Kotzin served as production editor.

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CHILD CARE

Passing a major child care bill is a top priority of the 101st Congress, and many congressional aides think such legislation will be enacted in 1989.

On June 23, 1989, the Senate passed the Act for Better Child Care Services (S 5), a $1.75 billion measure that would help parents pay for child care, establish child care centers, set standards for care, and expand the dependent care tax credit and the earned income tax credit to increase benefits for low-income families with children.

Under the bill, states would allocate 70 percent of the funds directly to low-income families to help them pay for child care. The remainder of the money would be used to expand care and improve its quality.

S 5's House counterpart, the Early Child Development and Education Act (HR 3), was introduced by Rep. Augustus Hawkins (D-Calif). Like S 5, HR 3 would include tax breaks for low-income parents, provide financial assistance for child care centers, and encourage states to set standards and make meeting them a condition of qualifying for assistance.

The House Education and Labor Committee approved HR 3 June 28, and the bill was marked up by the House Ways and Means Committee Sept. 7. A committee aid told BNA the House leadership may allow a floor vote on HR 3 and then fold the revenue provisions into the budget reconciliation package, HR 3150. A floor vote on the bill had not been scheduled as of Sept. 19.

Public support for federal government involvement in child care is strong, according to numerous polls. For example, 69 percent of the people who responded to an NBC News/*Wall Street Journal* poll in November 1987 said the federal government should do more to improve day care.

A *Washington Post*/ABC News poll conducted earlier that year found that 71 percent of the public thinks the federal government should help make child care services more available and affordable.

Eighty-one percent of those answering a survey conducted in 1989 for the Child Care Action Campaign, Lifetime Television, and the Great American Family Tour said the federal government does not pay attention to child care and other family concerns.

About 75 percent of mothers and 57 percent of fathers have trouble finding child care of any kind, according to a National League of Cities poll released in August 1989.

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The league identified the lack of child care as a prime problem facing U.S. cities. In 91 percent of the cities that participated in the league survey, care for children from infancy to 9 years old topped the list of the most pressing needs. In 70 percent of cities surveyed, child and family issues are at least as important as election issues.

Business also must help ensure that child care is available to everyone who needs it, other public opinion polls indicate. Eighty-percent of those surveyed in the Philip Morris Companies Inc. "Family Survey II" said employers should be encouraged to help develop community day care centers.

1. Employer-Provided Child Care Assistance

Statistic: 4,177 U.S. employers—about 10 percent of companies with 100 or more employees—provided some form of child care assistance in 1989.

Of these, 2,000 offer a dependent care option in a flexible benefits plan; 1,077 sponsor on-site or near-site child care centers; 1,000 offer resource and referral services; 50 offer family day care support, after school, or sick child care services; and 50 offer vouchers or discounts for child care.

Source: The Conference Board, Work and Family Information Center, June 1989.

The number of employers offering child care assistance remains low, but it has risen dramatically in the last decade, the board says. In 1978, only 110 offered such help, and in 1984, 2,000 were providing aid of some kind. The board attributes the increase to several factors, including improvement in the economy; non-tax status of child care as a benefit; labor shortages created by reindustrialization; new emphasis on people-oriented management; changing worker attitudes and values; and demographic changes in the workforce. Most firms that offer child care help are in the retail business, high-tech industries, and the service sector, such as hospitals and banks, the board says.

According to the board, employers provided a variety of work and family benefits for workers, including:

- On-site child care, in which an employer operates or provides care in or near the workplace.
- Subsidies or vouchers, which can be redeemed by employees at the day care center of their choice.
- Discounts arranged by employers at day care centers.
- Flexible, or cafeteria-style benefits which allow employees to choose among several work and family benefit programs.

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- Dependent Care Plans, which allow employees to set aside money for child care or elder care in a tax-free account.
- Information and referral services providing information on available care options.
- Training day care providers to take care of employee children in their homes.
- Sick child day care for care of children too ill to go to their regular care provider.
- Alternative work schedules, allowing employees to choose a work schedule that best helps them balance family responsibilities.

2. Child Care Services Offered

Statistic: Dependent care assistance plans were most frequently offered by companies that also offer child care benefits (80 percent).

Resource and referral services were offered by 21 percent, on-site child care centers by 9 percent, and off-site centers by 7 percent.

Employer-sponsored child care benefits of some type were offered by 40 percent of the respondents, and another 32 percent were considering offering them.

Source: International Society of Certified Employee Benefit Specialists, 1989.

3. Family Budget

Statistic: Child care is the fourth largest budget item for most working families, after food, housing, and taxes.

Source: 9to5, National Association of Working Women fact sheet, 1989.

4. Government Out-Of-Touch

Statistic: 81 percent of respondents in a recent survey said the federal government does not pay enough attention to child care and other family concerns.

Source: "Tell The President: Your Family Matters," survey sponsored by the Child Care Action Campaign, the Great American Family Tour, and Lifetime Television, June 1989.

"Many politicians have talked a lot about family but few have made the crucial issues—child care and family leave—a legislative priority," the survey states.

However, a "growing constituency of Americans" is developing the political will to push for change on issues that help them balance work and family, the survey notes.

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5. Salaries For Child Care Workers

Statistic: The 1988 median weekly salary of full-time child care workers in family day care settings was $119; it was $187 for those in child care centers.

Source: Bureau of Labor Statistics, unpublished data from the Current Population Survey, 1988.

6. Tax Revenue From Working Mothers

Statistic: Up to 89 percent of the tax revenue the government gives up through child care tax credits is returned in the form of work-related taxes paid by working mothers.

Child care credits have induced up to 730,000 women to enter the labor market, producing $3.5 billion in taxes on their income and increasing the nation's gross national product by $8.4 billion.

Source: National Center for Policy Analysis, July 1989.

7. The Growing Child Care Industry

Statistic: Child care, a $15 billion industry in 1988, is expected to reach $48 billion by 1995.

Source: Institute for American Values newsletter, *Family Affairs*, Spring 1989.

Many large child-care firms are expanding at rates of 11 percent to 17 percent a year, the institute says. The child care business is fragmented and extremely competitive, it adds. Only about a dozen firms operate more than 20 centers, while over 90 percent of all for-profit companies have fewer than five centers.

The institute says the well-publicized alleged shortage of available child care is based on several misleading calculations.

These include:

1) Contrasting the increasing number of children whose mothers work with the much smaller number of licensed child care slots, which the institute says ignores the fact that most child care arrangements are informal and unlicensed;

2) the length of waiting lists at child care centers, which the institute claims is the result of parents registering their children at more than one center; and

3) surveys indicating that more mothers would work if child care cost less.

The institute says such surveys reveal only "the rational economic choices that parents make" and not necessarily a shortage of affordable care.

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8. Latchkey Children At Risk

Statistic: Latchkey teenagers are twice as likely as children with adult supervision after school to use alcohol, marijuana and cigarettes.

The findings held true regardless of the children's family background or income, or student academic performance or participation in extracurricular activities.

Source: Pediatrics, September 1989.

The study of 4,932 eighth-graders found that students who are left alone more than 11 hours a week are twice as likely to use drugs and alcohol as those with parental supervision.

Those who are home alone five to 10 hours a week are 1.7 times more likely to use alcohol than those who are supervised; 1.6 times more likely to smoke cigarettes; and 1.5 times more likely to smoke marijuana, the study found.

9. Yearly Earnings For Child Care Workers

Statistic: In 1988, the median salary for center-based child care providers was $9,724 a year. Family day care providers earned an annual median salary of $4,800.

More than 40 percent of full-time child care workers earn less than $5 an hour. Child care workers earn less than animal caretakers, parking lot attendants, and garbage collectors.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

10. Numbers of Child Care Workers

Statistic: The United States has about 3 million child care workers.

About 1.2 million work in the nation's 66,000 child care centers and 1.75 million work in their homes.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

11. Public Attitudes Towards Child Care

Statistic: Only 25 percent of the public believes most children receive quality child care when their parents are at work.

Eighty-five percent believe the federal government should establish minimum standards to ensure child care of acceptable quality.

Source: "Family Survey II," conducted by Louis Harris and Associates, Inc., for the Philip Morris Companies Inc., April 1989.

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"The central problem with child care in the United States is that a proper infrastructure simply does not exist," pollster Louis Harris said of the survey. "Combined with the fact that large numbers of Americans are worried and negative about what is available in child care, this makes the situation a national crisis."

12. Day Care System Not Working Well

Statistic: Only 8 percent of all working parents with young children feel the nation's child care system is working well.

Source: Louis Harris and Associates, "Family Survey II," April 1989.

Most parents want members of their immediate family to take care of their children while they work, the survey found.

More than 95 percent of parents said at-home care would be best for their children, but slightly more than 50 percent said that is a realistic wish.

Seventy-five percent of parents with children under age 6 would like to have a relative care for their children, according to the survey.

Only 13 percent believe child care centers are the best care option for children of working parents, while only 12 percent would choose a neighbor, baby sitter, or other non-relative if they had a choice.

13. Child Care Costs

Statistic: Many low-income parents pay as much for child care as highly paid executives.

The child care expenses of single mothers average $211 a month, almost the same as the $244 a month that business executives pay for child care.

Separated and single parents pay $248 a month, compared with $211 for married couples.

Source: Louis Harris and Associates, "Family Survey II," April 1989.

14. More Federal Spending Urged

Statistic: 52 percent of the public thinks federal spending for day care and after-school care should be increased; 10 percent think it should be decreased; and 30 percent think it should be kept the same.

Source: CBS/*New York Times* Poll, July 1988.

15. A Billion Dollar Industry

Statistic: An estimated $14 billion was spent on care for children under age 15 by families in which the child's mother was employed.

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Source: Preliminary data from the Survey of Income and Program Participation, U.S. Census Bureau, published in July 1989.

16. High Cost Of Care For The Poor

Statistic: About 33 percent of the nation's 18.2 million working women with children under age 15 made cash payments for child care in 1986.

The average cost for care was $45 a week, about 6 percent of their monthly income. Child care cost for poor families averaged less, about $32 week, but it comprised 22 percent of their monthly income.

Source: Survey of Income and Program Participation, U.S. Census Bureau, July 1989.

17. Child Care Barrier

Statistic: 25 percent of mothers of pre-schoolers who are not in the paid workforce say they would work if they had access to safe and affordable child care.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

18. Wide Range Of Costs

Statistic: Child care costs range from $2,400 a year per child to $9,000.

The costliest care is in Manhattan, where full-time day care averages $8,944 a year. Boston is next highest at $5,668 annually. Tampa, Fla., is lowest, at $2,392 a year for full-time care.

Source: April 1989 survey by Runzheimer International, a Rochester, Wisc., based management consulting firm.

19. Who Cares For The Children?

Statistic: 11.3 million children under age 6 have working mothers.

About 40 percent of these children are cared for by their fathers, grandparents, or other relatives; 23 percent are in child care centers or school; 22 percent are taken care of by non-relatives in their homes; 6 percent are cared for by a non-relative in the child's home; 8 percent are cared for by their mothers where they work.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

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20. Latchkey Children

Statistic: Between 2 million and 7 million children between the ages of 6 and 13 are without adult supervision for some part of the time their parents are at work.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

21. State Subsidies

Statistic: Twenty-nine states subsidize child care through their tax codes, using either credits or deductions for parents.

At least eight states allow credits or deductions for employers who give direct or indirect child care assistance to their employees.

Source: DOL, "Child Care: A Workforce Issue," 1988.

22. Afterschool Care

Statistic: Surveys in local communities indicate that as many as 25 percent of school-age children have no adult supervision after school.

Source: Child Care Action Campaign fact sheet, "Child Care: The Facts," 1989.

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PARENTAL LEAVE

Parental leave is offered by 75 percent of employers, making it the most common employer-provided work and family benefit, according to a BNA survey. Some members of Congress and many state legislators want to enact laws requiring employers to provide parental leave.

Congress is considering the Family and Medical Leave Act of 1989 (S 345, HR 770), which would require employers to provide workers unpaid leave for the birth, adoption, or serious illness of a child, for the serious illness of a parent, and for serious personal illness.

The Senate version would require employers with 20 or more employees to provide 10 weeks of unpaid family leave during any two-year period for the birth, adoption, or care of a seriously ill child or the care of a seriously ill parent. It also would mandate 13 weeks of unpaid medical leave for an employee's own illness.

The House version at first would apply to firms with at least 50 employees, and to those with 35 or more workers three years after it is enacted. It would require employers to provide 10 weeks of unpaid family leave and 15 weeks of unpaid medical leave during an employee's own illness.

HR 770 was approved by the House Education and Labor Committee in April, while S 345 cleared the Senate Labor and Human Resources Committee in May. Floor votes on the bills were not scheduled as of Sept. 19.

People who favor federal leave legislation say a federal law is the only way to create uniform national standards, according to the Conference Board. They say a federal law would help employees balance work and family needs; improve employee morale and retention rates; allow parents to be with their children full time the first months after the children are born; and help poor people who work stay in the labor market and off welfare.

Opponents of such legislation say mandated leave would reduce business flexibility; create undue costs for business; get employers involved in workers's personal lives; and favor highly paid workers who can afford to use unpaid leave, according to the Conference Board.

Ten states have passed some form of parental leave legislation, the board said. They are: Connecticut, Iowa, Louisiana, Maine, Minnesota, Oregon, Rhode Island, Tennessee, Washington, and Wisconsin. Parental or medical leave bills were introduced in 30 other states' legislatures in 1989.

"Whatever the outcome of the Family and Medical Leave Act of 1989, the issue is here to stay," Lisa M. Lasky of the board's work and family information center, said in "The Countdown on Family Leave," a board newsletter on family leave issues.

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23. Few Employers Subject To Parental Leave Laws

Statistic: Only 2.4 percent of U.S. employers are covered by state laws that require parental leave.

Source: 9to5, National Association of Working Women fact sheet, 1989, based on information from the National Conference of State Legislatures.

24. Returning To Work

Statistic: Working women make on average $1.40 per hour less when they return to work after having a baby.

Source: 9to5, National Association of Working Women fact sheet, 1989.

25. Financial Losses

Statistic: Absences from work due to child care cost parents who have no paid medical or family leave where they work $55 million a year in New York; $38 million in Illinois; $1.4 million in Wyoming; and $1.7 million in South Dakota.

Source: "Unnecessary Losses: Cost to Workers in the States of the Lack of Family and Medical Leave," by the Family and Medical Leave Coalition, August 1989.

26. Parental Leave Legislation

Statistic: 43 states considered some form of family or medical leave legislation to cover employers in 1989.

Source: "Unnecessary Losses: Costs to Workers in the States of the Lack of Family and Medical Leave," report by the Family and Medical Leave Coalition, August 1989.

"Across the United States family medical leave is a hot topic in the state legislatures," Linda Tarr-Whelan, president of the National Center for Policy Alternatives, said in a statement by the coalition announcing the report.

"State lawmakers are weighing whether society can afford the forced choice many workers face today: 'Do you care more about your job or your family?' They are finding that rational public policies are essential to balance the needs of work and family when 47 percent of the workforce is women."

27. Employment Status

Statistic: The factor most likely to influence a woman's decision to work during her pregnancy probably is her employment status prior to her first pregnancy.

Among first-time mothers who ever worked six or more consecutive months prior to their first birth in 1981-85, 83 percent also worked during their preg-

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nancy. Among those who never worked as long as six consecutive months at any time prior to their first birth, 8 percent worked during their pregnancy during 1981-85.

Source: "Maternity Leave Benefits, 1961-85," Census Bureau survey, August 1989.

28. Amount Of Unpaid Leave

Statistic: In the 1960s, almost 67 percent of pregnant workers quit their jobs; only 16 percent had paid leave; and 14 percent had unpaid leave.

By the early 1980s, about 50 percent of female workers received maternity benefits and 20 percent got time off without pay for the birth of their child. Largely as a result, only 28 percent quit their jobs.

Between 1981 and 1985, 71 percent of women with maternity leave benefits returned to their jobs, compared to 43 percent of those without such benefits.

Source: "Maternity Leave Benefits, 1961-85," Census Bureau survey, August 1989.

Older women were more likely to have received maternity benefits than were younger women, the bureau found. The majority of women having their first birth after age 25 during 1981-85 received maternity benefits compared with only 20 percent of mothers ages 18 and 19.

The fact that the older women had worked longer probably resulted in their receiving better benefits when they stopped working for a while to have a baby, the bureau said.

However, it also is possible that younger women, in anticipation of having more than one child, are more likely than older women to quit their job and leave the labor force for several years to complete their family, the bureau said.

29. Strong Public Support

Statistic: 97 percent of men, and 98 percent of women believe parents should take time off after the birth of a child.

Eighty-three percent favor making it a state or federal requirement for employers to provide at least 10 weeks of parental leave.

Source: Louis Harris and Associates, "Family Survey II," April 1989.

30. Pay During Leave

Statistic: Among 93 percent of respondents who agree new parents have a right to family leave, 69 percent think such parents should receive at least some pay during the time they are off the job.

Thirty-seven percent believe new parents should receive their full salary; 63 percent feel they should receive part of it.

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Source: "Tell The President: Your Family Matters," survey sponsored by the Child Care Action Campaign, the Great American Family Tour, and Lifetime Television, June 1989.

"Lower income families, especially single poor mothers, obviously have the greatest financial need for paid family leave," the survey found. "Yet, respondents do not view a paid leave as welfare, but as a right of all working Americans."

31. Mothers Returning To Work

Statistic: 51 percent of mothers of infants are returning to work before their baby is 1 year old.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

32. Unpaid Leave

Statistic: About 50 percent of the 1,500 largest U.S. firms provide unpaid leave for new mothers after disability benefits expire; 33 percent of smaller businesses provide unpaid family leave; and 40 percent of large firms have paternity leave.

Source: Coalition of Labor Union Women fact sheet, "Family and Medical Leave," May 1988.

33. Maternity Leave In Union Contracts

Statistic: 74 percent of employers provide maternity leave in their contracts with unions.

Source: BNA's Collective Bargaining Negotiations and Contracts unit's fifth annual survey of employer bargaining objectives, 1989.

34. Lack of Paid Parental Leave

Statistic: About 60 percent of all working women have no paid parental leave.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

35. Pregnant Working Women

Statistic: About 90 percent of women who were working less than one month before their child's birth were working full time.

Source: "Maternity Leave Benefits, 1961-85," Census Bureau survey, August 1989.

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36. Quitting Work Due To Pregnancy

Statistic: Women between the ages of 18 and 21 are the most likely females to quit their job during pregnancy.

About 43 percent did so in 1981-1985, twice the number among women 25 and older when they had their first baby.

Source: "Maternity Leave Benefits, 1961-85," Census Bureau survey, August 1989.

37. Monetary Compensation

Statistic: In 1961-65, about 50 percent of women receiving maternity benefits received some monetary compensation.

By 1981-85, 81 percent reported receiving some cash benefit. However, throughout the 1961-85 period, only about 50 percent of all women receiving maternity benefits were paid in full for all of their leave time.

Source: "Maternity Leave Benefits, 1961-85," Census Bureau survey, August 1989.

38. Statistic: Employment Rates

Statistic: Only 12 percent of new mothers during 1961-65 were employed six month's after their child's birth. By 1981-84, the figure had risen to 41 percent.

Source: "Maternity Leave Benefits, 1961-85," Census Bureau survey, August 1989.

39. Earnings Loss

Statistic: The annual loss in earnings for American working women who have given birth is $31 billion.

Source: Family and Medical Leave coalition fact sheet, 1989.

40. Absent Workers

Statistic: An estimated $100 billion in earnings are lost annually when trained and experienced workers are absent from work for more than 50 hours due to their own or a family member's illness.

Source: Family and Medical Leave coalition fact sheet, 1989.

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ELDER CARE

More than 5,000 people reach their 65th birthday every day in the United States, and the number of those over age 80 is increasing rapidly, according to the American Association of Retired Persons (AARP).

Some 6.6 million people over age 65 need some type of physical assistance, and this figure is expected to grow to 9 million by the year 2000 and to 19 million by 2040, according to the National Council on Aging (NCA).

"We're facing a very rapid growth of the frail elderly population," Michael Creedon, director of corporate programs for NCA, told a recent meeting of the Metropolitan Washington Council of Governments (COG).

Many of these people need daily care, but their nearest relatives often are hundreds of miles away or are working full time to support their own families.

Increasingly, more workers are taking care of their elderly relatives or loved ones, and the stress in doing so is similar to that felt by working parents who must arrange for child care. A National Association of Area Agencies on Aging survey found that families provide 80 percent of the care needed by elderly people.

"Caregiving can be the equivalent of taking on a second job for those who work outside the home," AARP said in a 1988 elder care survey.

Employers also are beginning to notice the problems facing workers who provide primary care to an elderly person.

Tardiness, unscheduled days off, emergency days or hours off, absenteeism, and frequent telephone use are workplace problems that stem from elder care responsibilities, a New York Business Group on Health study concluded.

"Corporations are beginning to understand that caregiving, like all other personal concerns, affects employees' ability to function at work,"AARP said in "Working Caregivers Report," a national survey of care providers published in March 1989.

IBM, for example, launched an elder care referral service in 1988 that 10,000 people used during its first year. Seventy percent were employees, 20 percent were employees' spouses, and 10 percent were retirees, according to John D. Carter, former director of dependent care programs at IBM, now on loan as a consultant to the Department of Labor.

The program provides counselors who discuss care options, how to arrange care, and follow-up help, Carter said. "The nub of the program is hand-holding for employees," he told the COG meeting.

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41. Growing Elderly Population

Statistic: In 1986, there were 29.2 million persons 65 and older, comprising 12 percent of the population.

By 2050, the number of persons 65 and older is expected to rise to 67.4 million or 22 percent of the population.

Source: Metropolitan Washington Council of Governments fact sheet, July 1989.

42. Reasons For Providing Care

Statistic: 33 percent of all primary elder care providers provide such care because they are the only one who lives nearby; 25 percent did so because no one else would do it; and 18 percent did so because they have the closest relationship with the care recipient.

Source: "National Survey of Caregivers," American Association of Retired Persons survey, October 1988.

43. Lifestyle Changes

Statistic: 72 percent of people who provide elder care have made lifestyle changes since becoming care providers.

Thirty-four percent spend less time with their own family; 33 percent pay less attention to their health; and 28 percent take fewer vacations.

Source: AARP, "National Survey of Caregivers," October 1988 .

44. Who Needs Care?

Statistic: 31 percent of people with full-time jobs who also have elder care responsibilities are taking care of their mother; 19 percent are taking care of a grandparent; 14 percent, their father; and 14 percent, a parent-in-law.

Source: AARP, "Working Caregivers Report," March 1989.

45. Where Do They Live?

Statistic: 29 percent of elder care givers live with the person to whom they are providing care, while 13 percent live 20 minutes or more away.

Fifty-two percent of care receivers are housebound. Their average age is 77.

Source: AARP, "Working Caregivers Report," March 1989.

46. Expenses Incurred

Statistic: 60 percent of all elder care givers incur additional expenses as a result of providing care.

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Care providers who also have full-time jobs pay an average of $167 a month in hospital costs for the people for whom they are providing care, $475 a month for in-home nursing care, and $113 a month in other expenses.

Source: AARP, "Working Caregivers Report," March 1989.

47. Avoiding Institutionalization

Statistic: Approximately 80 percent of older Americans who suffer from physical and/or mental disabilities avoid institutionalization because they receive personal care and financial assistance from family members or friends.

Source: AARP, "National Survey of Caregivers," October 1988.

48. Care Givers Often Rearrange Schedules

Statistic: Although less than 10 percent of elder care givers quit their jobs to care for an elderly relative, another 29 percent had to rearrange work schedules; 21 percent had to reduce their work hours; and 19 percent had to take unpaid time off to provide elder care.

Source: "Caring for Elderly Family Members," Department of Labor (DOL), Women's Bureau, October 1986.

Grocery shopping, transportation, and housework are the types of help given most frequently by care providers.

49. Elder Care Provisions In Union Contracts

Statistic: 12 of 250 union-company contracts surveyed by BNA in 1989 contained elder care leave provision.

An additional 11 companies said they planned to add such a provision during 1990 contract negotiations.

Source: BNA's Collective Bargaining Negotiations and Contracts unit's fifth annual survey of employer bargaining objectives.

50. Women Most Often Provide Care

Statistic: Women provide elder care to functionally impaired elderly family members more often than men.

Adult daughters provide 29 percent of such care, while wives provide 23 percent. Sons provide 9 percent of such care, and husbands provide 13 percent.

Some 75 percent of elder care providers live with the care recipient and the majority provide care an average of four hours a day, seven days a week.

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About 25 percent of the daughters and 33 percent of other female care givers have competing obligations.

Source: "Caring for Elderly Family Members," DOL Women's Bureau, October 1986.

51. Numbers of Providers

Statistic: In 1982, the Department of Health and Human Services reported that about 7.6 million informal, unpaid care providers were helping 4.3 million elderly people with their everyday activities.

Some 2.2 million of these providers age 14 or older were helping 1.2 non-institutionalized elderly people.

Source: "Caring for Elderly Family Members," DOL Women's Bureau, October 1986.

52. Living At Home Suggested

Statistic: 43 percent of 1,000 adults surveyed said their parents should live with them when they are no longer able to care for themselves; 24 percent thought they should live in a senior citizen or nursing home; and 33 percent were unsure where their parents should live.

Source: *Parents Magazine* survey, 1989.

53. Lost Work Time

Statistic: 55 percent of the people who take care of elderly relatives work outside the home.

About 38 percent of employed people who provide elder care have lost time from work as a result of their elder care duties.

Source: AARP, "Working Caregivers Report," March 1989.

54. Average Time Spent Meeting Elder Care Responsibilities

Statistic: Elder care providers spend an average of 10 hours a week providing such care.

Source: AARP, "Working Caregivers Report," March 1989.

Thirty-four percent of full-time workers and 35 percent of part-time workers provide care eight hours or less a day, AARP reported.

Twenty-seven percent of full-time workers and 32 percent of part-time workers spend 21 or more hours per week providing care. "Thus, many employees are 'working' a job and a half when taking caregiving and employment responsibilities into account," the survey said.

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55. Early Retirement

Statistic: 15 percent of informal, unpaid elder care providers chose early retirement and 12 percent had to quit their jobs as a result of caring for an elderly relative.

Source: AARP, "Working Caregivers Report," March 1989.

56. Employer Awareness

Statistic: 60 percent of executives say they are aware of specific work-related problems of employees who are taking care of elderly people.

Source: *Fortune* magazine and John Hancock Financial Services survey, "Corporate and Employee Response to Caring for the Elderly," December 1988.

57. Paying For Elder Care

Statistic: 48 percent of U.S. business executives say individuals should pay the costs of long-term elder care; 35 percent say the federal government should pay; and 17 percent say the corporate sector should pay.

Source: *Fortune*/John Hancock survey.

58. Fastest Growing Population

Statistic: People 85 and older are the nation's fastest-growing age group, and 78 percent of them still live in their own home or in a relative's home.

Source: AARP report, "Caregivers in the Workplace," 1987.

59. Elderly In Poverty

Statistic: Despite Social Security benefits, nearly 13 percent of Americans over age 65 lives in poverty.

Source: Coalition of Labor Union Women fact sheet, "Services For The Elderly," 1988.

Most dependent elderly people have discovered that they cannot afford custodial care, according to CLUW. Home care, which costs up to $400 a week, is prohibitively expensive for most of the 14.5 million middle-class Americans over age 65, CLUW said.

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FLEXIBLE WORK SCHEDULES

Employers that want to help workers better manage their family obligations increasingly are adopting various flexible work schedule policies, from job-sharing to allowing employees to take the summer off.

New scheduling options, according to New Ways To Work, San Francisco-based clearinghouse on workplace changes, include:

- Flextime: A schedule that allows varying starting and quitting times. Workers must maintain a core schedule, however, such as 9 a.m to 3 p.m or 10 a.m. to 4 p.m.
- Compressed Work Week: A full week's work completed in fewer than five days.
- Regular Part-time Work: Less than full-time work that includes job security and benefits.
- Job Sharing: Two people voluntarily sharing one job with prorated salary and benefits.
- V-Time: Allows workers to reduce their hours and compensation temporarily.
- Leaves of Absence: Paid or unpaid time away from the job without loss of employment rights.
- Flexiplace/Telecommunicating: Employees working off-site, often linked to a main office by a computer.
- Work Sharing: An alternative to layoffs in which all or part of a workforce temporarily reduces hours and pay. In some states, workers may receive unemployment compensation while their hours are shortened.

Manufacturers lead in offering compressed work weeks and home-based work, while the financial service and insurance industries most often offer regular part-time and job sharing work schedules, according to the Conference Board.

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60. Number of Work Places Offering Flextime

Statistic: 43 percent of workplaces offer flextime, up from 11 percent in 1987.

Source: 9to5, National Association of Working Women factsheet, 1989.

Barney Olmsted and Suzanne Smith of the San Francisco-based New Ways to Work, say that by the year 2000, management will have learned how to enable employees to be more productive, while maintaining flexible work schedules.

61. Job Flexibility Sought

Statistic: 25 percent of men and nearly 50 percent of women say they have considered leaving Du Pont for another company that might offer more job flexibility.

Source: Du Pont survey of employees, 1989.

Despite Du Pont survey findings indicating that men are becoming concerned about work and family issues, the survey also revealed that "women employees still find it difficult to progress at the same pace as men, as long as they continue to bear the major responsibility of raising children and running households," Faith Wohl, director of the workforce partnering division of Du Pont's Employee Relations Department, said in a statement announcing the survey results.

62. Involuntary Workers

Statistic: In 1985, 3.8 million people held a part-time job in addition to a full-time one, and 1.2 million held two part-time jobs.

Source: DOL, "Flexible Workstyles: A Look at Contingent Labor," 1988.

63. Paid And Unpaid Leave

Statistic: About 33 percent of employees working in medium-size and large private businesses are covered by benefit plans that include unpaid maternity leave.

Only about 2 percent of employees surveyed in 1988 had paid maternity leave, and just 1 percent had paid paternity leave.

Source: "Employee Benefits in Medium and Large Firms," Bureau of Labor Statistics, 1989.

64. Working At Home

Statistic: California state employees who work at home have been rated by their supervisors as 3 percent to 5 percent more effective than they would

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have been had they worked regular hours in the office.

Source: Preliminary findings from the state's two-year Telecommuting Pilot Project. The state is following about 150 state employees who have worked at home an average of 1.6 days a week since 1988.

Child care arrangements for young children were a prerequisite for participation in the program.

But many parents found that flexible work schedules made possible by telecommuting solved the problem of after-school care for older children, David Fleming, the project's manager, told BNA. "I've had inquiries from many, many mothers for this program."

65. Flexible Staffing

Statistic: More than 95 percent of 442 personnel executives surveyed in 1986 said their business organizations used at least one flexible staffing method during 1985.

Some 77 percent used agency temporaries; 64 percent used direct short-term hires; 63 percent contracted work out; and 36 percent used workers from an on-call pool.

Source: BNA special report, "The Changing Workplace: New Directions in Staffing and Scheduling," 1986.

66. Flextime Benefits

Statistic: 30 percent of small and medium-size companies had flextime polices in 1987, double the number in 1977.

Ten percent had job sharing plans. Job sharing benefits included vacation and holiday pay, offered by 90 percent of companies; sick pay, 70 percent; and pensions and retirement benefits, 60 percent.

Only 50 percent provided health insurance to job sharers.

Source: Administrative Management Society survey, 1987.

67. Popularity of Flextime Schedules

Statistic: 89 percent of the public believes that companies should be encouraged to adopt flexible and part-time work schedules.

Source: Louis Harris and Associates, "Family Survey II," April 1989.

68. Length Of Work Week

Statistic: Almost 75 percent of companies said they still use the five-day, 40-hour work week.

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The next most frequently used schedule is the five-day, 37½-hour work week.

Source: American Society for Personnel Administration survey, published in *Resource*, February 1989.

The most common time for having employees arrive for work in the morning was between 7 a.m. and 7:45 a.m., ASPA found. The next most popular was between 6 a.m. and 6:45 a.m.

Most companies did not allow their employees to arrive later than 10 a.m., the survey found.

The earliest time employees are allowed to leave work each day is between 3 p.m. and 3:45 p.m.

69. Employer Attitudes

Statistic: 84 percent of employers say the greatest advantage of flexible working hours is improved employee attitude and morale; 79 percent say accommodation of working parents; and 65 percent say increased job satisfaction.

Source: American Society for Personnel Administration survey appearing in *Resource*, February 1989.

70. Part-Time Work

Statistic: Regular part-time work is the most popular form of alternative work schedule, with 90 percent of more than 500 firms indicating they offer it.

Flextime is the second-most popular, with 50 percent of the firms offering it.

Other alternative work schedules offered include compressed work week, available at about 35 percent of firms; job sharing, available at about 22 percent; home-based work, at 18 percent; and phased retirement, at about 9 percent.

Workers participating in an alternative work schedule arrangement are most likely to be female and employed in a clerical, administrative, support, or sales position.

Home-based workers also are predominantly women, working in professional, managerial, or technical occupations.

Employees working compressed work weeks usually are men in professional, managerial, technical, or production jobs.

Source: The Conference Board newsletter, *Human Resources*, May 1989.

Despite the fact that increasing numbers of companies are adopting flexible work programs, "resistance is strong and obstacles are many" at many firms, the board says.

"Upper management may be reluctant to introduce change; unions hesitant to negotiate some arrangements; supervisors find it difficult to manage workers on some flexible arrangements; and employees who cannot participate are often resentful of those who can."

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71. Number Of Part-Time Workers

Statistic: The United States had more than 18.7 million part-time workers in 1988, up from more than 18.4 million in 1987.

Source: BLS, "Current Wage Developments," February 1989.

72. Salaries For Part-Time Workers

Statistic: In 1985, median hourly earnings of part-time workers were $4.17, compared with $7.05 for full-time workers.

Source: DOL, "Flexible Workstyles: A Look at Contingent Labor," 1988.

73. Flexible Work Practices

Sixty-one percent of employers have one or more work practices aimed at helping parents care for their children, such as flexible work schedules, voluntary part-time, and flexible leave.

Source: BLS, reported in "Child Care: A Workforce Issue. Report of the Secretary's Task Force." DOL, April 1988.

"Among the clear deterrents to employer involvement [in helping working parents] are the lack of information, awareness, and technical assistance available on child care options as well as the lack of documented evidence that such involvement could improve productivity," DOL said.

74. Temporary Help

Statistic: In 1975, the temporary help industry had a payroll of $853 million and filled 186,000 jobs daily.

Ten years later, the payroll hit $6 billion and the industry filled 830,000 jobs daily and five million a year.

Source: DOL, "Flexible Workstyles: A Look at Contingent Labor," 1988.

75. Women Working Part-Time

Statistic: About 14 million—or 28 percent—of all women workers in nonagricultural industries held part-time jobs in 1987.

Almost 67 percent of all part-time workers were women.

Source: DOL, "20 Facts on Women Workers," 1988.

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MISCELLANEOUS

This chapter contains statistics related to the work and family issue, including the number of two-earner families in the workplace; the number of families headed by women; the percent of American children under age five living in poverty; and median hourly earnings for part-time and full-time workers.

76. Average Family Incomes

Statistic: In 1988, the average income for families headed by a single mother with children under 18 was $11,989 compared with $23,919 for those families headed by a single father, and $40,067 for those families with both parents present.

Source: "Studies in Marriage and the Family," Census Bureau, August 1989.

77. Two-Earner Families

Statistic: The number of two-earner families in the United States has grown from 16.2 million in 1972 to 25.2 million in 1989.

Of those, 14.1 million have children under 18. Two-earner couples comprised 43.8 percent of families in 1988.

Source: BLS, "Employment and Earnings Characteristics of Families, First Quarter, 1989," *Employment and Earnings*, April 1988.

78. Families Headed By Women

Statistic: 10.9 million families were headed by women in 1989, compared with 6.6 million in 1972.

Source: "Employment and Earnings Characteristics, First Quarter, 1989."

79. Societal Values

Statistic: Only 33 percent of parents believe society places a great deal of value on children. Just 23 percent believe society values parenthood, and only 14 percent feel society values caring and nurturing others.

Source: Gallup Poll, "A Study of the Parental Experience of American Parents," conducted for the Family Resource Coalition, September 1988.

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80. Corporate Women And Children

Statistic: 30 percent of corporate women officers believe their decision to have children was affected by their job.

Fifty-three percent say they did not have children; nearly 65 percent under age 40 are childless.

Source: "The Corporate Woman Officer," Heidrick and Struggles, 1986.

More than 71 percent of those surveyed said many high-achieving women have to forgo having children to stay on the corporate fast track.

Unlike the large majority of Americans who favor a national parental leave policy, just 42 percent of corporate women officers would like to see such a law adopted, while 40 percent would not.

81. Men And Housework

Statistic: Only 18 percent of men whose wives work share housework with them, and 61 percent said they did little or no housework.

Source: Survey of 100 working couples in San Francisco for the book *The Second Shift*, by Arlie Hochschild, 1989.

Compared to men, women today work an average of 15 hours more each week than they did in 1969, or an extra month of 24-hour days each year, Hochschild writes.

82. Women In The Labor Force

Statistic: Women will be the major source of new entrants into the labor force during the next 13 years.

The 13.2 million women who start to work by the year 2000 will account for 63 percent of the net labor force growth.

Source: "Women and Workforce 2000," DOL Women's Bureau, January 1988.

The influx of women into the labor force during the 1970s and early 1980s has resulted in nearly equal labor force participation rates of black, white, and Hispanic women, the Women's Bureau says.

In 1987, 58 percent of black women (6.5 million), 55.7 percent of white women (45.5 million), and 52 percent of Hispanic women (3.4 million) were in the labor force.

83. Rise In Service Sector Employment

Statistic: Nearly 90 percent of jobs created between 1989 and the year 2000 will be in the service sector.

Five of the eleven occupations projected to create the largest number

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of new jobs over the next decade—retail sales, waitress, cashier, food worker, and nursing aide—are now female-dominated occupations.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

84. Educational Needs

Statistic: 56 percent of women ages 25-54 in the labor force have a high school education, or less.

By the year 2000, people with less than a high school education will be able to fill only 14 percent of all jobs.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

85. Poverty-Level Wages

Statistic: 43 percent of women workers are in jobs that pay below poverty-level wages, compared with only 27 percent of men.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

86. Family Support

Statistic: Of the approximately 40 million women in the work force, almost 18 million earn less than an adequate wage to support a family.

More than 50 percent of these women have children to support.

Source: Institute for Women's Policy Research paper "Mothers, Children and Low-Wage Work," August 1989.

About 4.5 million working women with sole economic responsibility for their children are in the low-wage category, the institute says.

87. Working Women

Statistic: 58 percent of all working women are either single, divorced, separated or widowed or have husbands earning less than $15,000 a year.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

88. Families And Poverty

Statistic: 35 percent more families would be below the poverty line if both parents did not work.

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Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

89. Women In The Labor Force

Statistic: By the turn of the century, 80 percent of women in their prime childbearing years (25 to 44) will be in the labor force.

Source: National Commission on Working Women of Wider Opportunities for Women fact sheet, January 1989.

90. Children Living In Poverty

Statistic: 23 percent of American children under age 5 live in poverty.

Source: Coalition of Labor Union Women fact sheet, "Economic Justice," May 1988.

91. Average American Family

Statistic: Only about 4 percent of American families fit the stereotypical image of a father who works outside the home and a mother who stays home and takes care of the children.

Source: Coalition of Labor Union Women fact sheet, "Economic Justice," May 1988.

92. Employee Benefits

Statistic: Employee benefits comprise 28 percent of wages: 39 percent when paid sick leave and vacations are included.

Source: U.S. Chamber of Commerce, *Employee Benefits: 1988 Edition*.

93. Refusing To Relocate

Statistic: 27 percent of men working for Mobil Oil Corp. refused to relocate at the company's request, compared with 19 percent of women.

In 10 years, the percentage of Mobil employees who refuse to relocate will increase 50 percent.

Seventy percent of men who left the corporation did so for a better opportunity elsewhere, and 85 percent had other jobs when they left.

Fifty percent of the women, however, left to start or raise a family, and just 30 percent had a new job waiting for them when they resigned.

More than 90 percent of women age 35 to 45 with some supervisory or managerial experience had no children.

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Overall, 38 percent of Mobil's women employees have children, compared with 71 percent of men.

Source: "Relocation and Career Development Study," Mobil Oil Corp., 1987.

About 40 percent of Mobil's employees refused to follow the company when it recently relocated its headquarters from Manhattan to Merrifield, Va., the company says.

94. Percent Of Women In Low-Paying Jobs

Statistic: The United States has 5.7 million secretaries, typists, receptionists and stenographers—and 98 percent are women.

Source: 9to5, National Association of Working Women fact sheet, 1989.

95. Children With Working Mothers

Statistic: 58 percent of all children have mothers who work, and the number is expected to rise to 75 percent by the year 2000.

Source: 9to5, National Association of Working Women fact sheet, 1989.

96. Women's Income Level

Statistic: Almost 80 percent of women have income of less than $17,500 a year, compared with 49 percent of men.

Source: 9to5, National Association of Working Women fact sheet, 1989.

97. Women Concentrated In 10 Occupations

Statistic: Almost 40 percent of all employed women are concentrated in only 10 occupations: secretaries and receptionists; retail clerks and cashiers; teachers and child care workers; nurses; bookkeepers; nursing aides; waitresses; private household workers; cooks; and typists.

Source: 9to5, National Association of Working Women fact sheet, 1989.

98. Avoiding Travel And Relocation

Statistic: More than 20 percent of Du Pont employees, both men and women, who use child care said they avoid jobs that require travel and or relocation.

Source: Du Pont Corp. survey of employees, 1989.

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99. Mental Stress Claims

Statistic: The number of workplace mental stress claims is rising, resulting in more worker's compensation awards.

Between 75 percent and 90 percent of all doctors' office visits are for stress-related maladies, and the National Institute for Occupational Safety and Health lists stress as one of the 10 leading work-related problems.

Source: Speech given at the American Bar Association's 1989 annual meeting by Donald T. DeCarlo, senior vice president and general counsel to the Gulf Insurance Group. Reported in BNA's *Union Labor Report*, Aug. 31, 1989.

DeCarlo said several state legislatures, fearing that the increasing acceptance in case law of mental stress claims could become a new form of unemployment insurance "well beyond what was contemplated by the workers' compensation systems," have passed laws restricting such claims.

Alaska, for example, amended its worker's compensation law to bar compensation for mental disorders resulting from disciplinary action, work evaluation, job transfer, demotion, layoff, termination, or similar employer actions, DeCarlo said.

100. Average Age For Marriage

Statistic: The average age at which people get married has risen from 20.2 years for women and 22.6 years for men in 1955, to 23.6 years for women and 25.9 years for men in 1988.

Source: "Studies in Marriage and the Family," Census Bureau, 1989.

101. Childbearing Among Unmarried Women

Statistic: Childbearing among unmarried women has reached the highest levels ever recorded in the United States.

Births to unmarried mothers totalled 878,477 in 1986, or a rate of 34.3 births per 1,000 unmarried women age 15 to 44.

The rate for black women is substantially higher that for white women, although the white rate has been increasing faster than the rate for blacks in recent years.

The rate for black women in 1986 was 80.9 births per 1,000 unmarried women, compared with 23.2 per 1,000 for white women.

Source: "Studies in Marriage and the Family," Census Bureau, 1989.

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The March 1989 Work & Family Report #15, *The DOL Women's Bureau Work and Family Clearinghouse: An Information Resource for Employers* (BSP 146), describes a federal operation established in January 1989 to provide employers with information on work and family issues.

The April 1989 Work & Family Report #16, *The "Mommy Track" Debate and Beyond: Public Policy? Corporate Reality?* (BSP 156), contains the transcript of a two-hour roundtable discussion on career tracks for women by Felice Schwartz and nine other experts.

The May 1989 Work & Family Report #17, *Child Day Care in the 101st Congress: Early Initiatives* (BSP 157), features an in-depth comparison of six of the more than 100 bills with child care provisions introduced in the 101st Congress.

The June 1989 Work & Family Report #18, *The 1990s Father: Balancing Work & Family Concerns* (BSP 159), takes a look at how employers are responding to their male employees' increasing involvement in family concerns and the types of programs available to working fathers.

The July 1989 Work & Family Report #19, *Parent Support Programs: A Step-by-Step Corporate Guide* (BSP 160), lists 11 important steps companies can take to ensure the success of their programs.

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